

Benefits

Professional

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	PRF	
Representation	Service Employees International Union	
Contract Date	N/A Terms and Conditions imposed effective July 12, 2014	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS) Hired BEFORE July 12, 2014	Blue Shield Signature HMO Employee Only Kaiser Permanente Employee Only Blue Shield PPO Employee Only Employee + 1 (All Plans) Employee + 2 (All Plans)	\$194.90 \$230.25 \$230.25 \$324.83 \$459.64
Medical Premium Subsidy (MPS) Hired AFTER July 12, 2014	Employee Only Employee + 1 Employee + 2	\$194.90 \$324.83 \$459.64
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out	Before 7/23/05 After 7/23/05	\$133.85 \$40.00
Medical Waive	Before 7/23/05 After 7/23/05	\$190.00 \$40.00
Vision	Employer Paid for Employee Only Coverage	
Life Insurance Employer Paid	\$25,000	
Voluntary Term Life	\$10,000 - \$700,000	
Voluntary AD&D	\$10,000 - \$250,000	
Leave Provisions		
Vacation	80-160 hours/year	
Sick	3.39 hours/pay period	
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)	
Holiday	13 + 1 floating/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- 16 hours Perfect Attendance Leave	
Retirement		
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55	
	7% County Pick Up/Contribution immediately if hired before July 15, 2008, with a 7% salary reduction; OR 7% County Pick Up/Contribution after 5 years of continuous Regular County Service with a 7% salary reduction.	

Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67
Retirement - Other	
457(b) Eligible to enroll at any time	Eligible after one year of continuous service in a Regular position County matching contribution .5 times employee contribution, up to .5%
Retirement Medical Trust Fund	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s). <u>County Contribution, based on continuous years of service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary
Other	
Annual Tuition Reimbursement	\$400/year
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,104/week

The County provides *Premium Subsidies* biweekly to help off-set the cost of your medical and dental premiums.

Hired Before July 12, 2014

Example #1: A Cytotechnologist elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of premiums)
- \$194.90 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$ 31.18 (biweekly out-of-pocket cost)**

Example #2: A Senior Curator elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$848.47 (combined cost of premiums)
- \$459.64 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$379.37 (biweekly out-of-pocket cost)**

Hired After July 12, 2014

Example #3: An Investment Analyst elects Blue Shield PPO and Cigna Dental PPO plans with Employee + 1 or more coverage.

- \$895.48 (combined cost of premiums)
- \$324.83 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$561.19 (biweekly out-of-pocket cost)**